

DD/A Registry
File Personnel 18

Supergrade Promotion Recommendations

John F. Blake
Deputy Director for Administration
Room 7D-24, Headquarters 5454

29 June 1976

DDCI Designate
Room 7D-60
Headquarters

STATINTL

You should be aware that the former CIA Management Committee approved the establishment of an Agency Supergrade Board. The purpose of the Board was primarily to address itself to the allocation of supergrade ceiling within the Agency and it was not designed to pass on supergrade promotion recommendations. Current allocation of ceiling within the Agency is sufficient to accommodate the recommendations here submitted, such statement being amended only by the intricacy of the contract supergrade positions that are mentioned in the memorandum given to the DCI by the Director of Personnel.

Att: DDA 76-3246

/s/ John F. Blake

D/OP Memo to DCI dtd 29 June 1976;

Subj: Supergrade and Scientific Pay Schedule John F. Blake
Promotion Recommendations

Att

Distribution:

Original RS - DDCI w/Orig of Att
1 RS - DCI w/cy Att
1 RS - ER w/cy Att
✓ 1 RS - DDA Subject w/att

DDA:JFBlake:der (29 June 1976)

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Supergrade Promotion Recommendations

FROM:

John F. Blake
Deputy Director for Administration
Room 7D-24, Headquarters

EXTENSION

NO.

DATE

5454

29 June 1976

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

STATINTL

1. DDCI Designate
Room 7D-60
Headquarters

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You should be aware that the former CIA Management Committee approved the establishment of an Agency Supergrade Board. The purpose of the Board was primarily to address itself to the allocation of supergrade ceiling within the Agency and it was not designed to pass on supergrade promotion recommendations. Current allocation of ceiling within the Agency is sufficient to accommodate the recommendations here submitted, such statement being amended only by the intricacy of the contract supergrade positions that are mentioned in the memorandum given to the DCI by the Director of Personnel.

/s/ John F. Blake

John F. Blake

Att

76-3246

DD/A 76-3246
29 JUN 1976

MEMORANDUM FOR: Director of Central Intelligence

FROM : F. W. M. Janney
Director of Personnel

SUBJECT : Supergrade and Scientific Pay Schedule
Promotion Recommendations

1. Action Requested: That you approve the recommendations contained in paragraph 4 regarding promotions to the supergrade and Scientific Pay Scale levels.

2. Basic Data:

a. Attached is a listing of [REDACTED] supergrade and one Scientific Pay Schedule promotion recommendations. Also attached is a statistical summary showing the effect of the proposed promotions on the Agency's supergrade and SPS ceilings, broken out by Career Service. 25X9

b. As part of our normal procedure in forwarding supergrade promotions, we checked with the Inspector General, the Director of Security, and the Director of Medical Services; they have no additional pertinent information to submit. No derogatory information has been received through the integrated personnel information program. 25X9

25X9 c. The Agency's total supergrade ceiling is [REDACTED]. There are on duty [REDACTED] staff supergrade personnel and [REDACTED] contract employees who hold the equivalent of supergrade status. 25X9

25X9 d. We have received the following promotion recommendations:
[REDACTED]

3. Staff Position:

a. Action on the recommended promotions will be influenced by your decision on how to treat contract employees who hold equivalent supergrade rank. Prior to the adoption of the single ceiling system,

25X9

25X9 the Agency supergrade ceiling was then, and still is, [REDACTED] At that
25X9 time there were [REDACTED] contract personnel holding equivalent supergrade
rank. At the present time there are [REDACTED]

25X9 b. On 21 March 1975 the Director of Personnel, in forwarding
supergrade promotions, discussed in some detail the question of whether
25X9 contract supergrade equivalents had to be absorbed within the Agency's
supergrade staff ceiling of [REDACTED] and urged that the Agency maintain
the current staff and contract supergrade situation as it was. It
25X9 was also suggested at the time that if, because of a challenge by OMB,
the Director believed it necessary to absorb contract supergrade
equivalents within the [REDACTED] supergrade ceiling, it be done gradually
as attrition occurred; i.e., as contract personnel holding supergrade
equivalent rank retired or otherwise left the Agency, the positions
would not be filled. On 1 April 1975 the Director approved the
Director of Personnel's recommendation to maintain separately staff
and contract supergrade equivalents with a new total of [REDACTED]

25X9

c. Subsequently, on 25 February 1976 the Management Committee
recommended that as the annual contracts were extended, they would
be amended to delete any reference to supergrade status without loss
of pay to the incumbents.

25X9 d. If you accept this approach, all of the current supergrade
promotion recommendations can be approved within ceiling. Otherwise,
only [REDACTED] recommendations proposed to grade GS-16 can be
approved.

25X9 e. We believe that the earlier approach to handling contract
supergrade equivalents is still valid and recommend that you approve
all of the submitted recommendations. Further, we believe that we
should continue the practice of deleting any reference to "supergrade"
at such time as the existing contracts for the [REDACTED] supergrade equivalents
25X9 are renewed; and further, at such time as the incumbents of these
[REDACTED] positions retire or otherwise vacate the positions, those positions
no longer be considered as supergrade equivalents eligible for supergrade
salary. When this has occurred, we will then be back to that which the
Office of Management and Budget considers to be the authorized supergrade
25X9 allocation; i.e., [REDACTED]

25X9

4. Recommendation:

a. That you reaffirm the practice of maintaining separate
staff and contract supergrade equivalent ceilings with the limitations
noted above; and

b. That you approve the supergrade promotion recommendations identified at Tab A.

(Signed) F. W. M. Janney

F. W. M. Janney

Attachments

The recommendation contained in paragraph 4 is approved/disapproved:

Director of Central Intelligence

Date

Distribution:

Orig - Adse, return to D/Pers

1 - DCI

1 - DDCI

1 - ER

1 - D/Pers (w/held)

25X1A

DD/Pers [REDACTED] bkf (29 Jun 76)

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